

VOTING RECORD

YOUR LEGISLATORS' VOTING RECORD ON SMALL BUSINESS ISSUES | 2020 EDITION

Roll call votes by your state legislators on key small business issues are listed here. Although this Voting Record does not reflect all elements considered by a lawmaker when voting, nor does it represent a complete profile of a legislator, it is a guide in evaluating your legislators' attitudes toward small business. Please thank those legislators who supported small business.

BOTH CHAMBERS

- 1. Equal Pay for Equal Work (SB19-085):** SB 085 provides that all open positions must be posted throughout the business. Prohibits employers from requesting salary history from job applicants. Allows a complainant to file a civil action prior to filing a complaint with the Director of the Department of Labor or the employer. NFIB requested a small business exemption and was refused. The final bill contained no provision allowing for employers to collect reasonable attorney fees and court costs should they prevail in litigation brought by an employee. **A "No" vote supports the NFIB position.** Passed the Senate 20-14. Passed the House 40-21. Signed by the governor.
- 2. Changes to Oil and Gas Regulations (SB19-181):** The passage of SB 181 will possibly have the effect of placing an outright ban on the development or extraction of oil and gas in Colorado at the hands of a Governor's political appointee. SB 181 also allows local governments to require a larger setback than currently allowed based upon political viewpoint rather than science. SB 181 will have a significant impact on those small businesses that support the oil and gas industry such as local retail and service entities. **A "No" vote supports the NFIB position.** Passed the Senate 19-15. Passed the House 36-28. Signed by the governor.
- 3. Family Medical Leave (SB19-188):** An employer mandate requiring all employers, regardless number of employees, to provide up to 12 weeks of paid leave for illness, or the need to care for another or other reasons requiring the employee to be absent. While the bill was amended to require a study of the issue during the interim, NFIB maintained opposition since over 73 percent of employers already offer some form of paid leave. **A "No" vote supports the NFIB position.** Passed the Senate 19-16. Passed the House 40-24. Signed by the governor.
- 4. Local Minimum Wage (HB19-1210):** Opposition to HB 1210 was based upon preventing local governments from creating a patchwork of different minimum wage laws around the state. Each local government would determine enforcement policies jeopardizing small business owners without the legal resources to keep track of each local minimum wage law. **A "No" vote supports the NFIB position.** Passed the House 40-24. Passed the Senate 19-16. Signed by the governor.
- 5. Wage Garnishment Reform (HB19-1189):** Lowers the disposable earnings subject to an order of garnishment. Jeopardizes any business which extends credit with great financial loss should a debt become uncollectable. Extends the time a debt can be collected, and allows a debtor to avoid collection proceedings should they earn below the new collection limits. **A "No" vote supports the NFIB position.** Passed the House 37-27. Passed the Senate 21-13. Signed by the governor.
- 6. Whistle Blower (HB20-1415):** Allows an employee to file a charge of retaliation, or discrimination against an employer during a time of Public Emergency, or prohibit any employee from the wearing of personal protective equipment the employee deems necessary to be safe in the workplace, or has knowledge of a violation taking place. An employer may not impede an employee from testifying, making a charge, or assisting or testifying in any investigation or proceeding. Allows the filing of charges up to 2 years after the alleged violation. Allows other parties to file a complaint and received a portion of any judgment against the employer that might be levied. **A "No" vote supports the NFIB position.** Passed the House 38-24. Passed the Senate 20-15. Signed by the governor.

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7. Secured Savings (SB20-200): Requires all employers enroll their employees in a state-run plan for purposes of saving for retirement. Covers all employees unless the employee chooses to opt-out at the designated period. Employers will be faced with setting up a payroll deduction and forwarding to the third-party administrator. An un-elected Board appointed by the Governor will have authority for all operations and policies of the Board. The Board shall make determinations of the minimum and maximum contribution. **A “No” vote supports the NFIB position.** Passed the Senate 18-15. Passed the House 41-24. Signed by the governor.

8. Health Insurance Tax (SB20-215): Creates the Health Insurance Affordability Board, an Enterprise of the State. The Board will not be subject to TABOR and will have authority to regulate all fees and charges the Board deems necessary. A fee will be charged to all fully insured, and some self-insured Health Insurance plans. The new tax will have an impact on all businesses who provide a fully insured plan and some self-insured plans. SB 215 will raise the cost of insurance to employees of small businesses and their families. **A “No” vote supports the NFIB position.** Passed the Senate 19-15. Passed the House 40-25. Signed by the governor.

9. Small Business Recovery Loan Program (HB20-1413): Provides assistance to small businesses harmed by the COVID-19 pandemic. Establishes a program paid for by the sale of insurance premium tax credits. The program does not require the State to borrow money or pledge State credit or to utilize future tax revenue. Additionally, the program does not create future liability which would be prohibited by TABOR. **A “Yes” vote supports the NFIB position.** Passed the House 43-18. Passed the Senate 34-0. Signed by the governor.

10. Small Business Grant Program (SB20-222): Creates a grant program for small businesses affected by economic hardship caused by COVID-19. The grant program will provide access to \$250 million in low-interest loans and \$20 million in grants from the State of Colorado. Program will be financed by money received from the Federal Government under the CARES Act. **A “Yes” vote supports the NFIB position.** Passed the Senate 34-0. Passed the House 65-0. Signed by the governor.

VOTING KEY

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N	=	Voted “No”	-	=	Not in office at time of vote
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SENATE VOTING RECORD

ISSUE NUMBER	District	1	2	3	4	5	6	7	8	9	10	%
NFIB POSITION		N	N	N	N	N	N	N	N	Y	Y	100
LEGISLATOR												
Bridges, Jeff (Arapahoe)	26	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Cooke, John (Weld)	13	N	N	N	N	N	N	N	N	Y	Y	100%
Coram, Don (Archuleta, Dolores, La Plata, Montezuma, Montrose, Ouray, San Juan, San Miguel)	6	Y	N	N	N	N	N	N	N	Y	Y	90%
Court, Lois (Arapahoe, Denver)+	31	Y	Y	Y	Y	Y	-	-	-	-	-	0%
Crowder, Larry (Alamosa, Baca, Bent, Conejos, Costilla, Crowley, Custer, Huerfano, Kiowa, Las Animas, Mineral, Otero, Prowers, Pueblo, Rio Grande, Saguache)	35	N	N	N	N	Y	N	N	N	Y	Y	90%
Danielson, Jessie (Jefferson)	20	Y	Y	Y	Y	Y	Y	*	Y	Y	Y	22%
Donovan, Kerry (Chaffee, Delta, Eagle, Gunnison, Hinsdale, Lake Pitkin)	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Fenberg, Stephen (Boulder)	18	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Fields, Rhonda (Arapahoe)	29	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Foote, Mike (Boulder)	17	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Garcia, Leroy (Pueblo)	3	*	Y	Y	Y	Y	Y	Y	Y	Y	Y	22%
Gardner, Bob (El Paso)	12	N	N	N	N	N	N	N	N	Y	Y	100%
Ginal, Joann (Larimer)	14	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Gonzales, Julie (Denver)	34	Y	Y	Y	Y	*	Y	Y	Y	Y	Y	22%

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SENATE VOTING RECORD (Cont'd)

ISSUE NUMBER	District	1	2	3	4	5	6	7	8	9	10	%
NFIB POSITION		N	N	N	N	N	N	N	N	Y	Y	100
LEGISLATOR												
Hansen, Chris (Arapahoe, Denver)+	31	-	-	-	-	-	Y	Y	Y	Y	Y	40%
Hill, Owen (El Paso)	10	N	N	N	N	N	N	*	N	Y	Y	100%
Hisey, Dennis (Clear Creek, El Paso, Fremont Park, Teller)	2	N	N	N	N	N	N	N	N	Y	Y	100%
Holbert, Chris (Douglas)	30	N	N	N	N	N	N	N	N	Y	Y	100%
Lee, Pete (El Paso)	11	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Lundeen, Paul (El Paso)	9	N	N	N	N	N	N	N	N	Y	Y	100%
Marble, Vicki (Broomfield, Larimer, Weld)	23	N	N	N	N	N	N	N	*	Y	Y	100%
Moreno, Dominick (Adams)	21	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Pettersen, Brittany (Jefferson)	22	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Priola, Kevin (Adams)	25	Y	N	N	N	Y	Y	N	N	Y	Y	70%
Rankin, Bob (Garfield, Grand, Jackson, Moffat, Rio Blanco, Routt, Summit)	8	N	N	N	N	N	N	N	N	Y	Y	100%
Rodriguez, Robert (Denver)	32	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Scott, Ray (Mesa)	7	N	*	N	N	N	N	N	N	Y	Y	100%
Smallwood, Jim (Douglas)	4	N	N	N	N	N	N	N	N	Y	Y	100%
Sonnenberg, Jerry (Cheyenne, Elbert, Kit Carson, Lincoln, Logan, Morgan, Phillips, Sedgwick, Washington, Weld, Yuma)	1	N	N	N	N	N	N	N	N	Y	Y	100%
Story, Tammy (Boulder, Denver, Gilpin, Jefferson)	16	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Tate, Jack (Arapahoe)	27	N	N	N	N	Y	N	N	N	Y	Y	90%
Todd, Nancy (Arapahoe)	28	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Williams, Angela (Denver)	33	Y	Y	Y	Y	Y	Y	Y	Y	*	*	0%
Winter, Faith (Adams)	24	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Woodward, Rob (Larimer)	15	N	N	N	N	N	N	N	N	Y	Y	100%
Zenzinger, Rachel (Jefferson)	19	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%

+Senator Chris Hansen replaced Lois Court January 2020.
 +Senator Chris Hansen will be scored for Senate votes only.

HOUSE OF REPRESENTATIVES VOTING RECORD

ISSUE NUMBER	District	1	2	3	4	5	6	7	8	9	10	%
NFIB POSITION		N	N	N	N	N	N	N	N	Y	Y	100
LEGISLATOR												
Arndt, Jeni James (Larimer)	53	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	30%
Baisley, Mark (Douglas, Teller)	39	N	N	N	N	N	N	N	N	N	Y	90%
Becker, KC (Boulder, Clear Creek, Gilpin, Grand, Jackson)	13	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Beckman, Susan (Arapahoe)+	38	*	N	N	N	N	-	-	-	-	-	N/A
Benavidez, Adrienne (Adams)	32	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	30%
Bird, Shannon (Adams)	35	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Bockenfeld, Rod (Adams, Arapahoe)	56	N	N	N	N	N	N	N	N	Y	Y	100%
Buck, Perry (Larimer, Weld)	49	N	N	N	N	N	N	N	N	N	Y	90%
Buckner, Janet (Arapahoe)	40	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Buentello, Bri (Fremont, Otero, Pueblo)	47	Y	N	Y	Y	N	Y	Y	Y	Y	Y	40%
Caraveo, Yadira (Adams)	31	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Carver, Terri (El Paso)	20	N	N	N	N	N	N	N	N	Y	Y	100%
Catlin, Marc (Dolores, Montezuma, Montrose, San Miguel)	58	N	N	N	N	N	N	N	N	N	Y	90%
Champion, Richard (Arapahoe)+	38	-	-	-	-	-	N	N	N	N	Y	80%
Coleman, James (Denver)	7	Y	*	Y	Y	Y	Y	Y	Y	Y	Y	22%

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NFIB POSITION		N	N	N	N	N	N	N	N	Y	Y	100
LEGISLATOR												
Cutter, Lisa (Jefferson)	25	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Duran, Monica (Jefferson)	24	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Esgar, Daneya (Pueblo)	46	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	30%
Exum, Tony (El Paso)	17	*	Y	Y	Y	Y	*	Y	Y	*	Y	14%
Froelich, Meg (Arapahoe)	3	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Galindo, Rochelle (Weld)+	50	Y	Y	Y	Y	Y	-	-	-	-	-	0%
Garnett, Alec (Denver)	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Geitner, Tim (El Paso)	19	N	N	N	N	N	N	N	N	N	Y	90%
Gonzales-Gutierrez, Serena (Denver)	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Gray, Matt (Boulder, Broomfield)	33	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Hansen, Chris (Denver)+	6	Y	Y	Y	Y	Y	-	-	-	-	-	N/A
Herod, Leslie (Denver)	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Holtorf, Richard (Baca, Bent, Crowley, Elbert, Kiowa, Las Animas, Lincoln, Prowers, Washington)+	64	-	-	-	-	-	N	N	N	Y	Y	100%
Hooton, Edie (Boulder)	10	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	11%
Humphrey, Stephen (Weld)	48	N	N	N	N	N	N	N	N	N	Y	90%
Jackson, Dominique (Arapahoe)	42	Y	Y	*	Y	Y	Y	Y	Y	Y	Y	22%
Jaquez Lewis, Sonya (Boulder)	12	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Kennedy, Chris (Jefferson)	23	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Kipp, Cathy (Larimer)	52	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Kraft-Tharp, Tracy (Jefferson)	29	Y	Y	Y	Y	N	*	Y	N	*	Y	38%
Landgraf, Lois (El Paso)	21	N	N	N	*	N	N	N	N	N	Y	89%
Larson, Colin (Jefferson)	22	N	N	N	N	N	N	N	N	N	Y	90%
Lewis, Kimmi (Baca, Bent, Crowley, Elbert, Kiowa, Las Animas, Lincoln, Prowers, Washington)+	64	*	N	N	N	*	-	-	-	-	-	N/A
Liston, Larry (El Paso)	16	*	N	N	N	N	N	N	N	Y	Y	100%
Lontine, Susan (Denver, Jefferson)	1	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
McCluskie, Julie (Delta, Gunnison, Lake, Pitkin, Summit)	61	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
McKean, Hugh (Larimer)	51	N	N	N	N	Y	N	N	N	Y	Y	90%
McLachlan, Barbara (Archuleta, Gunnison, Hinsdale, La Plata, Ouray, San Juan)	59	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Melton, Jovan (Arapahoe)	41	Y	Y	Y	Y	N	*	Y	Y	*	Y	25%
Michaelson Jenet, Dafna (Adams)	30	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Mullica, Kyle (Adams)	34	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Neville, Patrick (Douglas)	45	N	N	N	N	N	N	N	N	N	Y	90%
Pelton, Rod (Cheyenne, Kit Carson, Logan, Morgan, Phillips, Sedgwick, Yuma)	65	N	N	N	N	N	N	N	N	N	Y	90%
Ransom, Kim (Douglas)	44	N	N	N	N	N	N	N	N	N	Y	90%
Rich, Janice (Mesa)	55	N	N	N	N	N	N	N	N	N	Y	90%
Roberts, Dylan (Eagle, Routt)	26	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Saine, Lori (Weld)	63	N	N	N	N	N	N	N	N	N	Y	90%
Sandridge, Shane (El Paso)	14	N	N	N	N	N	N	N	N	Y	Y	100%
Singer, Jonathan (Boulder)	11	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Sirota, Emily (Arapahoe, Denver)	9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Snyder, Marc (El Paso)	18	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	30%
Soper, Matt (Delta, Mesa)	54	N	N	N	N	N	N	N	N	N	Y	90%
Sullivan, Tom (Arapahoe)	37	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Tipper, Kerry (Jefferson)	28	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Titone, Brianna (Jefferson)	27	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	30%

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NFIB POSITION		N	N	N	N	N	N	N	N	Y	Y	100
LEGISLATOR												
Valdez, Alex (Denver)	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Valdez, Donald (Alamosa, Conejos, Costilla, Huerfano, Mineral, Pueblo, Rio Grande, Saguache)	62	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	30%
Van Winkle, Kevin (Douglas)	43	N	N	N	N	N	N	N	N	N	Y	90%
Weissman, Mike (Arapahoe)	36	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20%
Will, Perry (Garfield, Moffat, Rio Blanco)	57	N	N	N	N	N	N	N	N	N	Y	90%
Williams, Dave (El Paso)	15	N	N	N	N	N	N	N	N	N	Y	90%
Wilson, James (Chaffee, Custer, Fremont, Park)	60	N	N	N	N	N	N	N	N	N	Y	90%
Woodrow, Steven (Denver)+	6	-	-	-	-	-	Y	Y	Y	Y	Y	40%
Young, Mary (Weld)+	50	-	-	-	-	-	Y	Y	Y	Y	Y	40%

- +Representative Richard Champion replaced Susan Beckman February 2020.
- +Representative Mary Young replaced Rochelle Galindo June 2019.
- +Representative Steven Woodrow replaced Chris Hansen February 2020.
- +Representative Richard Holtorf replaced Kimmi Lewis in December 2019.